

**STIPULATION OF AGREEMENT
BETWEEN
THE COUNTY OF SUFFOLK,
SUFFOLK COUNTY COMMUNITY COLLEGE
AND
THE FACULTY ASSOCIATION
OF
SUFFOLK COUNTY COMMUNITY COLLEGE**

Stipulation of Agreement made and entered into this 20th day of May, 2010 by and between the County of Suffolk (“the County”), Suffolk County Community College (“the College”) and the Faculty Association of Suffolk County Community College (“Association”).

1. Term of Agreement (Article IX).

The collective bargaining agreement is extended for a period of four years, from September 1, 2011 up to and including August 31, 2015, in all of its terms and conditions except as specifically modified herein.

2. Wages and Salary Schedules: Full-Time Faculty (Appendix A(1)).

For the period September 1, 2011 through and including August 31, 2013 there shall be no change in the full time salary schedules. Effective September 1, 2013, the full-time salary schedules shall be increased by 2% at each step. Effective September 1, 2014, the full-time salary schedules shall be increased by an additional 2% at each step.

3. Wages and Salary Schedules: Adjuncts (Appendix A(6)).

For the period September 1, 2011 through and including August 31, 2012 there shall be no change in the adjunct salary schedules. Effective September 1, 2012, the adjunct rate schedule shall be increased by 2% at each rank. Effective September 1, 2013, the adjunct rate schedule shall be increased by an additional 2% at each rank. Effective September 1, 2014, the adjunct rate schedule shall be increased by an additional 2% at each rank.

4. Overload Rate (Appendix A(8)).

For the period September 1, 2011 through and including August 31, 2012 there shall be no change in the Overload Rate schedules. Effective September 1, 2012, the rate shall be increased by 2% at each rank. Effective September 1, 2013, the rate shall be increased by an additional 2% at each rank. Effective September 1, 2014, the rate shall be increased by an additional 2% at each rank.

5. Newly Appointed Faculty Members (Appendix A(2)).

The 2005-2011 Agreement shall be reopened for the sole and limited purpose of adding that “Effective upon the complete ratification and approval of the 2011-2015 Agreement, the College may appoint a new faculty member with a PhD at a salary step that the College deems to be appropriate, and that the step placement shall be at a step not higher than the beginning step for Associate Professor.”

6. Longevity (Article V(C)(1)).

The 2005-2011 Agreement shall be reopened for the sole and limited purpose of deleting the \$50 scheduled increase in longevity rates to have been effective September 1, 2010. Effective September 1, 2012, each step shall be increased by \$25. Effective September 1, 2013, each step shall be increased by an additional \$25. Effective September 1, 2014, each step shall be increased by an additional \$50.

7. Conference Attendance (Article V(G)(1)).

Effective September 1, 2011, increase by \$50. Effective September 1, 2013, increase by an additional \$100.

8. Benefit Fund (Article V(I)(4)).

Effective September 1, 2013, the rate of contribution shall be increased by \$25 per full-time member. Effective September 1, 2014, the rate of contribution shall be increased by an additional \$25 per full-time member.

9. Class Size Maximums.

Effective upon the complete ratification and approval of the 2011-2015 Agreement, the College will continue to have the ability to add up to two additional students in each class section over the published class size maximums. The +2 maximums will be considered hard limits which will not be exceeded. The College and the Association will continue to meet to discuss the issue of class size. This agreement for the increase in class size by plus 2 shall be sunset and of no further force and effect as of 11:59 p.m. on August 31, 2014.

10. Labor-Management Committee.

A Labor-Management Committee shall be formed consisting of the College President or his/her designee, an additional member appointed by the College President, the President of the Faculty Association or his/her designee and an additional member appointed by the President of the Faculty Association. The Committee shall meet during the life of the Agreement to discuss ongoing issues. The Committee will have the ability to make a non-binding recommendation to the County, the College and the Association. Prior to becoming effective, an agreement shall require the written signed agreement of the College President, the Director of Labor Relations and the Association President.

The provisions of this Stipulation of Agreement are subject to ratification by the Association membership, ratification by the County Executive and the College President and, for those provisions requiring the appropriation of additional funds, the approval of the College Board of Trustees and the County Legislature.

Dated: May 20, 2010

FOR THE ASSOCIATION

Ellen Schuler Mauk, President
Chief Negotiator

FOR THE COUNTY

Jeffrey L. Tempera, Director
Office of Labor Relations

FOR THE COLLEGE

Dr. Shaun L. McKay, President
Suffolk County Community College



Office of the President

May 19, 2010

Ellen Schuler Mauk, President
Faculty Association of
Suffolk County Community College
Southampton Building 224J
533 College Road
Selden, NY 11784-2899

Re: Potential Early Retirement Incentive

Dear President Schuler Mauk:

Governor Patterson's Office has proposed an Early Retirement Incentive (ERI) to be offered to all public employees in ERS, TRS and the Optional Retirement Program (ORP), which will likely be presented to the New York State Legislature shortly. The current proposal sets the open period for community colleges through September 30, 2010 but the period may be extended to December 31, 2010. If the State Legislature passes an ERI and the open period is extended to December 31 for community colleges, the College will conduct an analysis to determine whether the College would achieve cost savings from participation in the ERI and to assess the impact of an ERI on its staffing levels. If sufficient cost savings can be achieved without negatively impacting staffing, the College will recommend to the Board of Trustees and the Suffolk County Legislature that the College participate in the ERI.

Sincerely,

Dr. Shaun L. McKay
President

Suffolk County Community College promotes intellectual discovery, physical development, social and ethical awareness, and economic opportunities for all through education that transforms lives, builds communities and improves society.

Central Administration
533 College Road
Selden, NY 11784-2899
(631) 451-4112

Ammerman Campus
533 College Road
Selden, NY 11784-2899
(631) 451-4112

Michael J. Grant
Crooked Hill Road
Brentwood, NY 11717-1092
(631) 851-6700

Eastern Campus
121 Speonk-Riverhead Road
Riverhead, NY 11901-3499
(631) 548-2500



Office of the President

May 19, 2010

Ellen Schuler Mauk, President
Faculty Association of
Suffolk County Community College
Southampton Building 224J
533 College Road
Selden, NY 11784-2899

Re: Commitment to Faculty

Dear President Schuler Mauk:

Suffolk County Community College is committed to maintaining its reputation as a “College of Excellence.” The College recognizes that its outstanding faculty forms the cornerstone of this reputation and reaffirms its desire to achieve a 70-30 ratio of full-time to adjunct faculty for day courses. The College also recognizes that it faces significant budgetary challenges that are unprecedented in its history. Regardless, barring unanticipated budgetary shortfalls, the College remains committed to maintaining and working toward increasing the number of its full-time faculty.

Sincerely,

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President

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Faculty Association Salary Schedule

		2.95%	3.00%	0.00%	0.00%	2.00%	2.00%
	STEP	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
INSTRUCTOR	1	\$49,180	\$50,655	\$50,655	\$50,655	\$51,668	\$52,701
	2	\$51,230	\$52,767	\$52,767	\$52,767	\$53,822	\$54,898
	3	\$53,365	\$54,966	\$54,966	\$54,966	\$56,065	\$57,186
ASST PROF.	4	\$55,589	\$57,257	\$57,257	\$57,257	\$58,402	\$59,570
	5	\$57,907	\$59,644	\$59,644	\$59,644	\$60,837	\$62,054
	6	\$60,319	\$62,129	\$62,129	\$62,129	\$63,372	\$64,639
	7	\$62,835	\$64,720	\$64,720	\$64,720	\$66,014	\$67,334
ASSOC PROF.	8	\$65,451	\$67,415	\$67,415	\$67,415	\$68,763	\$70,138
	9	\$68,179	\$70,224	\$70,224	\$70,224	\$71,628	\$73,061
	10	\$71,020	\$73,151	\$73,151	\$73,151	\$74,614	\$76,106
	11	\$73,976	\$76,195	\$76,195	\$76,195	\$77,719	\$79,273
	12	\$77,060	\$79,372	\$79,372	\$79,372	\$80,959	\$82,578
PROFESSOR	13	\$80,270	\$82,678	\$82,678	\$82,678	\$84,332	\$86,019
	14	\$83,615	\$86,123	\$86,123	\$86,123	\$87,845	\$89,602
	15	\$87,098	\$89,711	\$89,711	\$89,711	\$91,505	\$93,335
	16	\$90,727	\$93,449	\$93,449	\$93,449	\$95,318	\$97,224
	17	\$94,505	\$97,340	\$97,340	\$97,340	\$99,287	\$101,273
	18	\$98,445	\$101,398	\$101,398	\$101,398	\$103,426	\$105,495
	19	\$102,546	\$105,622	\$105,622	\$105,622	\$107,734	\$109,889
	20	\$106,648	\$109,847	\$109,847	\$109,847	\$112,044	\$114,285
Ed Stipend		\$4,193	\$4,319	\$4,319	\$4,319	\$4,405	\$4,493
PROFESSIONAL ASSISTANTS							
		2.95%	3.00%	0.00%	0.00%	2.00%	2.00%
	STEP	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
PA	1	\$34,719	\$35,761	\$35,761	\$35,761	\$36,476	\$37,206
	2	\$36,166	\$37,251	\$37,251	\$37,251	\$37,996	\$38,756
	3	\$37,674	\$38,804	\$38,804	\$38,804	\$39,580	\$40,372
PA 1	4	\$39,241	\$40,418	\$40,418	\$40,418	\$41,226	\$42,051
	5	\$40,815	\$42,039	\$42,039	\$42,039	\$42,880	\$43,738
	6	\$42,447	\$43,720	\$43,720	\$43,720	\$44,594	\$45,486
PA 2	7	\$44,145	\$45,469	\$45,469	\$45,469	\$46,378	\$47,306
	8	\$45,910	\$47,287	\$47,287	\$47,287	\$48,233	\$49,198
	9	\$47,746	\$49,178	\$49,178	\$49,178	\$50,162	\$51,165
	10	\$49,657	\$51,147	\$51,147	\$51,147	\$52,170	\$53,213
	11	\$51,643	\$53,192	\$53,192	\$53,192	\$54,256	\$55,341
	12	\$53,709	\$55,320	\$55,320	\$55,320	\$56,426	\$57,555
	13	\$55,858	\$57,534	\$57,534	\$57,534	\$58,685	\$59,859
	14	\$58,093	\$59,836	\$59,836	\$59,836	\$61,033	\$62,254
	15	\$60,416	\$62,228	\$62,228	\$62,228	\$63,473	\$64,742
	16	\$62,835	\$64,720	\$64,720	\$64,720	\$66,014	\$67,334
Ed Stipend		\$2,514	\$2,589	\$2,589	\$2,589	\$2,641	\$2,694

Faculty Association Salary Schedule

SPECIALISTS		2.95%	3.00%	0.00%	0.00%	2.00%	2.00%
	STEP	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Spec. 1	1	\$51,643	\$53,192	\$53,192	\$53,192	\$54,256	\$55,341
	2	\$53,709	\$55,320	\$55,320	\$55,320	\$56,426	\$57,555
	3	\$55,858	\$57,534	\$57,534	\$57,534	\$58,685	\$59,859
Spec. 2	4	\$58,093	\$59,836	\$59,836	\$59,836	\$61,033	\$62,254
	5	\$60,416	\$62,228	\$62,228	\$62,228	\$63,473	\$64,742
	6	\$62,835	\$64,720	\$64,720	\$64,720	\$66,014	\$67,334
	7	\$65,344	\$67,304	\$67,304	\$67,304	\$68,650	\$70,023
	8	\$67,960	\$69,999	\$69,999	\$69,999	\$71,399	\$72,827
	9	\$71,697	\$73,848	\$73,848	\$73,848	\$75,325	\$76,832
	10	\$74,565	\$76,802	\$76,802	\$76,802	\$78,338	\$79,905
	11	\$77,547	\$79,873	\$79,873	\$79,873	\$81,470	\$83,099
	12	\$80,649	\$83,068	\$83,068	\$83,068	\$84,729	\$86,424
	13	\$83,875	\$86,391	\$86,391	\$86,391	\$88,119	\$89,881

Adjunct Overload Rates

	2.95%	3%	0.00%	2.00%	2.00%	2.00%
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
P	\$676	\$696	\$696	\$710	\$724	\$738
P1	\$797	\$821	\$821	\$837	\$854	\$871
P2	\$880	\$906	\$906	\$924	\$942	\$961
Specialist	\$942	\$970	\$970	\$989	\$1,009	\$1,029
Specialist 2	\$1,014	\$1,044	\$1,044	\$1,065	\$1,086	\$1,108
INSTRUCTOR	\$961	\$1,073	\$1,073	\$1,094	\$1,116	\$1,138
ASS'T. PROF.	\$1,051	\$1,163	\$1,163	\$1,186	\$1,210	\$1,234
ASSOC. PROF.	\$1,136	\$1,248	\$1,248	\$1,273	\$1,298	\$1,324
PROFESSOR	\$1,254	\$1,368	\$1,368	\$1,395	\$1,423	\$1,451

READERS/HOLISTIC SCORERS

(Per Hour)	\$45.85	\$45.85	\$45.85	\$45.85	\$45.85	\$45.85
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Adjunct Right to Know

(Per Hour)	\$35.84	\$35.84	\$35.84	\$35.84	\$35.84	\$35.84
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FA Benefit Fund	\$1,733	\$1,783	\$1,783	\$1,783	\$1,808	\$1,833
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LONGEVITY

Years	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
10-14	\$1,050	\$1,050	\$1,050	\$1,075	\$1,100	\$1,150
15 - 19	\$1,550	\$1,550	\$1,550	\$1,575	\$1,600	\$1,650
20 - 24	\$2,050	\$2,050	\$2,050	\$2,075	\$2,100	\$2,150
25 - 29	\$2,400	\$2,400	\$2,400	\$2,425	\$2,450	\$2,500
30+	\$2,900	\$2,900	\$2,900	\$2,925	\$2,950	\$3,000

Conference Attendance Money

	\$1,350		\$1,400		\$1,500
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STEPS and RANKS

STEP	INSTRUCTOR			
1	1			
2	2			
3	3	ASST. PROF.		
4	4	4		
5	5	5		
6	6	6		
7	7	7	ASSOC. PROF.	
8	8	8	8	
9	9	9	9	
10		10	10	
11		11	11	
12		12	12	PROFESSOR
13			13	13
14			14	14
15			15	15
16			16	16
17				17
18				18
19				19
20				20

PROFESSIONAL ASSISTANTS

STEP	PA		
1	1		
2	2		
3	3	PA 1	
4	4	4	
5	5	5	
6	6	6	PA 2
7	7	7	7
8	8	8	8
9		9	9
10		10	10
11		11	11
12			12
13			13
14			14
15			15
16			16

SPECIALISTS

STEP	Spec. 1	
1	1	
2	2	
3	3	
4	4	Spec. 2
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9
10		10
11		11
12		12
13		13